

10-27-2014

## Iowa State Daily (October 27, 2014)

Iowa State Daily

Follow this and additional works at: [http://lib.dr.iastate.edu/iowastatedaily\\_2014-10](http://lib.dr.iastate.edu/iowastatedaily_2014-10)

---

### Recommended Citation

Iowa State Daily, "Iowa State Daily (October 27, 2014)" (2014). *Iowa State Daily, October 2014*. 25.  
[http://lib.dr.iastate.edu/iowastatedaily\\_2014-10/25](http://lib.dr.iastate.edu/iowastatedaily_2014-10/25)

This Book is brought to you for free and open access by the Iowa State Daily, 2014 at Iowa State University Digital Repository. It has been accepted for inclusion in Iowa State Daily, October 2014 by an authorized administrator of Iowa State University Digital Repository. For more information, please contact [digirep@iastate.edu](mailto:digirep@iastate.edu).



# Bullied by bosses



Megan Kalb/Iowa State Daily  
Many employees who experience workplace bullying deal with fear of speaking out because they do not want to risk being looked at differently or even job loss.

## Professor studies employees facing oppression at work

By Lauren Vigar  
@iowastatedaily.com

Stories about bullying in schools are common, and that is what comes to mind when many people think of bullying. However, 35 percent of employees in the U.S. are targeted by a bully at some point in their career, according to the Workplace Bullying Institute.

Stacy Tye-Williams, assistant professor of English at Iowa State, and Kathleen Krone, professor of organizational communication at the University of Nebraska at Lincoln, researched bullying in the workplace and heard heart-breaking stories from victims.

Bullying is common for many workers, but it is not as openly discussed in the workplace as it is on the playground.

"It's a big threat [we face]," Tye-Williams said.

She said victims of workplace bullying are very reluctant to come forward and expose what is happening to them. It may be because they are being bullied by a supervisor or boss. Sometimes they just have a fear of people degrading them for speaking out about it.

Bullying is not something that victims experience one time. It often starts out subtly, and a victim may not realize what is happening for a while.

"Regardless of the different kinds of workplace bullying our participants described, they also emphasized the repetitive nature of the poor treatment and characterized it as a part of their everyday experience," Krone said.

Bullying can be obvious, or it can be subtle. For example, a boss could withhold information from an employee that they need to do their job or they could continuously give preferred assignments to someone they like better.

BULLYING p8

# Noche de Cultura celebrates Latino Heritage Month

By Wendy Cardwell  
@iowastatedaily.com

Zesty Latino-inspired appetizers, gold decor and salsa dancers took over the Sun Room of the Memorial Union as Noche de Cultura was celebrated as the final event of Latino Heritage Month.

Noche de Cultura, which took place Friday, is the largest event the Latino Heritage Committee hosts. It started at Iowa State in 2012. It is one of the multiple events incorporated into celebrat-

ing Latino Heritage Month.

Latino Heritage Month is nationally recognized from Sept. 15 to Oct. 15. The Latino Heritage Committee promotes cultural awareness within Iowa State and the Ames community. The committee tries to help instill a level of political, social, cultural and ethnic awareness.

There were a variety of entertainment events that were featured. John-Paul Chaisson-Cardenas spoke to the audience about



Katy Klopfenstein/Iowa State Daily  
John-Paul Chaisson-Cardenas was a featured speaker at this year's Noche de Cultura. The event, which took place Friday in the Sun Room of the Memorial Union, was the last event of Latino Heritage Month on campus. The month helped promote the Latino culture.

HERITAGE p8

# Advisers help provide navigation for registration

By Brianna Levandowski,  
contributor to the Daily

Iowa State students can register more efficiently this semester with helpful advice from their academic advisers.

Each semester the Office of the Registrar systematically breaks up the registration days and times for each student by using a variety of criteria, including a student's year in school, the number of credits they have and any special groups they are in, such as an honors program. To stay ahead of the game, colleges ask students to meet with their academic or faculty advisers before registering.

Mason Babcock is an aca-

ademic adviser for the College of Liberal Arts and Sciences. During each semester's registration process, he works with more than 150 students who are primarily open option.

With all of the courses available at Iowa State, he knows how overwhelming it can be trying to decide what to take.

"Attempting to navigate that mass system of classes and scheduling by yourself is kind of like going on a trip without a map," Babcock said. "I think advisers can help provide some of those navigation tools and help guide students to classes and opportunities that really enrich their time here at Iowa State."

Lisa Sharp, academic adviser

for early childhood education, said students should use advisers as a resource.

"Advisers are there to help and give students information so that they can make good, informed decisions for themselves," Sharp said. "It's not to tell [students] what to do but really to help support them in choosing the correct classes that move them forward in their program."

Sharp has an emphasis on student independence. She said that complications could occur when it's time for students to figure out how their classes will fit together.

She said she is always willing to meet in person to find out what the alternatives are but wants stu-

dents to take initiative first.

Similarly, Babcock urged students to look at the courses available before the meeting.

"Ideally we like the student to look at classes before they come in to kind of have an idea of some direction they'd like to go with their classes."

But sometimes, as ISU advisers know well, things don't always go according to plan.

"Typically, the student leaves my office with enough information that they can implement plan A, plan B or plan C," Babcock said.

If they run into difficulties after that, he said students should meet with advisers again. Although a class filling up before you get to it is the number one

complication relating to registration, there are a couple more problems that students need to be aware of.

Sharp said she could see students running into issues when they don't know what they need to take to get their degree.

"I think that it's really helpful for students to understand and know what their degree audit's about and what the requirements are."

Sharp said there are very specific requirements for the teacher licensure program.

Some things have to be met at specific times and it may be overwhelming. She always makes

REGISTRATION p8

SPORTS BAR  
WEST TOWNE PUB  
FOOD & SPIRITS

4518 Mortensen Rd  
Ames | 515.292.4555

KARAOKE  
HALLOWEEN

\$3.50  
Cans of  
Red's  
Wicked  
Apple

COSTUME  
CONTEST

Prizes for:

- Naughtiest
- Best Group
- Best Original
- Best Overall









Pumpkins for Munchkins was held at the Sigma Alpha Epsilon fraternity house Sunday. The event included many activities for children, and proceeds from the event went to the Children's Miracle Network and Dance Marathon.

# Pumpkins for Munchkins draws crowds

By Carolina.Colon  
@iowastatedaily.com

Pumpkins rolled and knocked over masses of paper towels while goats, sheep and llamas interacted with a crowd on the Sigma Alpha Epsilon lawn. Sigma Alpha Epsilon held its second annual Pumpkins for Munchkins fall philanthropy event Sunday to raise money for Children's Miracle Network and Dance Marathon, which will take place Jan. 15, 2015.

Pumpkins for Munchkins drew a large crowd of local families, ISU students, greek community members and also the Ames Police and Fire Departments.

Mitchell J. Skatter, sophomore in aerospace engineering and the philanthropy community chair for Sigma Alpha Epsilon, got involved in every step of the event.

The event raised \$3,900 last year and gave them high hopes for this year.

Connor Young, senior in biology and president of Sigma Alpha Epsilon, has one of the most important roles in the fraternity.

"The most important task is making sure that the chapter is being successful in the long term," Young said. "I had to make sure that the entire chapter is motivated to support the cause of this event, realize its importance and why."

The main focus of Pumpkins for Munchkins is getting families and community members out on a sunny, upper-60s fall day to participate in fun, safe activities, he said.

Skatter shared another reason the fraternity plans the event.

"We wanted to stop those negative stereotypes that fraternities [have], what people see us in the weekends," Skatter said. John Wilson, the chap-



A pumpkin patch, petting zoo and many other activities for children were some of the features available at the Pumpkins for Munchkins event held outside the Sigma Alpha Epsilon fraternity house.

ter's alumni adviser, said he was excited to be back at the event.

"It's great to see them do [the event.] They took what they did last year, improved it, and I hope we can do it for a long time. This is an outstanding way to see the greek community in another way," Wilson said.

Wilson applauded the men for taking the time to plan and host the event.

"It is great to see kids and families participate in the event," he said. Last year, the event won the Best Philanthropy award from Greek Affairs.

A pumpkin patch, pumpkin carving, pumpkin bowling, petting zoo, homemade apple pie, duck races and some classic music were some of activities people could find at the event.

Check back at the Iowa State Daily website for the total of the event.

### Editor's note:

The Daily is a co-sponsor of Pumpkins for Munchkins.

**RebarcakChiropractic**  
**PAIN RELIEF CENTER**

Dr. Rod Rebarcak  
Dr. Matt Cross  
Dr. Ben Winecoff  
Dr. Brady Rebarcak  
Dr. Jahnaya Rebarcak

Neck & Back • Headaches • Extremities

**WALK-IN CARE**  
or by appointment

E. of Culvers  
**Monday to Saturday**  
515.233.2263 | painreliefiowa.com | 205 Clark

**Trans-Seasonal**  
**MAXIMIZE your FASHION**  
**Women's Simmens Boot**

**NEW**

• Waterproof leather upper with a foldable wool-blend shaft

**\$159<sup>99</sup>**  
Mfg# 1005269

**UGG**  
australia

**JAX**  
OUTDOOR GEAR

4723 W Lincoln Way • Ames • (515) 292-2276 • www.jaxgoods.com

Follow Us:

## 9 months & Beyond

We're here to help

- Pregnancy Testing
- Maternity and Baby Clothing
- Helpful Guidance

**BIRTHRIGHT**  
of Ames, Inc.

108 Hayward Ave  
515-292-8414  
www.birthrightames.org  
birthrightames@gmail.com

**MAKE ESTAS PART OF YOUR WEEK**

**MONDAY: BEER AND WINGS**  
\$2 Pints Blue Moon, Goose Island 312, Lienies Shandy, Grain Belt Nordeast, Woodchuck

\$2.50 Bell 2 Hearted Ale & Peace Tree Blonde Fatale Pints

\$6.50 Orders of Traditional and Boneless Wings

**BURGER WEDNESDAY:**  
\$4 Burgers 3-10pm

**TOP SHELF WEDNESDAY:**  
\$1.50 Wells  
\$2 Captain Drinks  
\$2 7&7 Drinks  
ALL TOP SHELF ON SALE

**MUG CLUB THURSDAY:**  
\$4 Coors Lt, Bud Lt, and Grainbelt Nordeast Mugs

\$4 well 32oz. mugs (vodka, gin, rum, whiskey drinks) all day and night

**Re-Elect Lisa Heddens**  
A Leader Who Listens

I have been honored to serve you in the Iowa House of Representatives

**My goals have been to:**

- Attract good jobs and businesses to Iowa
- Expand support for veterans and their families
- Keep education affordable for all Iowans
- Secure funds for mental health and disability services

Vote by mail or at the polls for

**Lisa Heddens**  
State Representative

Paid for by Committee To Elect Lisa Heddens



# Reiman Gardens hosts annual trick or treat children’s event

By Sarah.Muller  
@iowastatedaily.com

As 2-year-old Charlie, dressed as a fireman, walked around Reiman Gardens’ Spirits in the Garden event Oct. 25, there was only one thing on his mind: candy. Not just any candy but Smarties.

Already conquering three volunteers who had buckets full of candy, he was on the hunt to add to his collection. While it was Charlie’s first time at Spirits in the Gardens, he definitely did not make himself a stranger.

The annual trick-or-treat garden festival is the largest family event Reiman Gardens hosts.

It had many activities for children to take part in, including story telling, arts and crafts, wildlife interaction, a scavenger hunt, costumes and games. It is also used as an education opportunity.

“Hopefully, [we] introduce them to all the stuff going on in the gardens as well as give them an opportunity to have a little fun around Halloween,” said Aaron Steil, Reiman Gardens’ manager of public programs.

Included in the tour was Ernie the Possum,

who was rescued after former owners attempted to domesticate him. Ernie is taken on educational programs to inform community members about the Wildlife Care Clinic.

“We are here to do some outreach. We want to get [the public’s] awareness of our clinic,” said Alex Courtney, staff member at the Wildlife Care Clinic. “We are really trying to build up our base, get new cages, get these animals that we use for our programs better spaces, as well as provide better care for the animals that will come in.”

Being a nonprofit organization in the Ames area for the past 30 years, Wildlife Care Clinic is run by undergraduate students who want to be involved with animals. On-call undergraduate students assist at all hours. Community members can help with the organization by funding an animal online.

Design students also provided colorful costumes for the public to enjoy. As a part of the theme “2014: A Garden Odyssey,” costumes were based off of the designers’ perception of an alien.

“I think the greatest benefit is seeing my costume come from this re-



Alyssa Priebe, sophomore in apparel merchandising, wears a mermaid costume and hands out candy at Reiman Gardens’ Spirit in the Gardens event.

ally crazy idea into a real thing. Then seeing the way that people react to it,” said Jorden Charron, junior in apparel design.

From the design program to the greek community, greeks gave back by volunteering with games.

“I like to volunteer. I like to come out and give back to the community,” said Sebastian Paradise, sophomore in software engineering.

Reiman Gardens tries to give a safe atmosphere as children run around in costumes from station to station.

“I like that it is close, the friendly volunteers, the cool costumes for him to see, and it’s one location so I feel safe that he can just walk around and explore,” said Natalie Carran, Charlie’s mother.

**HOLIDAY <sup>preview</sup> OPEN HOUSE**  
**Thu, Fri & Sat | Oct 23, 24, & 25**

Be the first to see and purchase Holiday merchandise while supplies last! We are overflowing with the largest selection of new merchandise we have EVER had!

**2 CASH REGISTERS - NO LINES!**  
3 days to shop!!  
20% off Holiday Merchandise  
Garage Sale

Can't make it to our preview?  
Join us Oct 30, 31, and Nov 1st

**Thu. 8:30-6 | Fri. 8:30-6 | Sat. 9-4**  
[www.coesfloralandgifts.com](http://www.coesfloralandgifts.com)

DUCT TAPE FASHION SHOW  
presents

*Costumes 2014*

Sponsored by **3M**

Come to the show on  
*October 30th at 4pm*  
in the Iowa State University Book Store

**IOWA STATE UNIVERSITY BOOK STORE**  
[www.isubookstore.com](http://www.isubookstore.com)  
MEMORIAL UNION • AMES, IOWA • 294-5684

It's simple.

**PUTTING IN A FULL WEEK OF WORK**  
shouldn't mean you can't put food on the table.

**BRUCE BRALEY**  
**SUPPORTS** increasing the minimum wage.

“No one in Iowa should work a full-time job and live near or below the poverty line. **I am committed to raising the minimum wage.**”

**JONI ERNST**  
**DOES NOT SUPPORT** increasing the minimum wage.

“Government-mandated wage increases are not the solution. **I think \$7.25 is appropriate for Iowa.**”

Iowans haven't seen a raise in the minimum wage since 2007. The current \$7.25 rate is the lowest in the nation.

**It's time to raise the wage.**

**Know where candidates stand on raising the minimum wage and VOTE NOV 4**

Paid for by Iowa Citizens for Community Improvement Action Fund.  
[www.cciaction.org](http://www.cciaction.org). Not authorized by any candidate or candidate's committee.





By Suengwon.Kim  
@iowastatedaily.com

For these reasons, and perhaps more, international students tend to have negative opinions and ideas about possessing a gun. However, because it is not unusual to have guns in the States, international students should take advantage of opportunities to

When I told this story to my Asian friends, they somewhat agreed with my parents' opinions, but my American friends did not. One of my friends from New York said

However, there is no reason to be condemned just because you tried to learn about

In this case it is not a bad idea to behave differently when I am active in a different culture, and no international students should feel awkward about doing the same.

**By Jeremy Davis, candidate  
for Iowa Senate District 23**

Please exercise your right  
to vote Nov. 4.

Online feedback may be used if first name and last name, major and year in school are included in the post. Feedback posted online is eligible for print in the Iowa State Daily.





# International golfers reflect on life in U.S.



Richard Martinez/Iowa State Daily  
Scott Fernandez, senior from Spain, warms up for practice on Oct. 1. The men's and women's golf teams go to great lengths to help Fernandez and the 13 other international players adjust to playing and living in the U.S.

By Mike.Randleman  
@iowastatedaily.com

For an international golfer, the decision to play college golf at Iowa State has its perks.

Free education, free gear and the opportunity to prove one's self against the world's top amateurs all await a prospect if he or she signs on the dotted line to become a Cyclone.

But what is not featured in the recruiting pitch is the reality that thousands of miles will separate a player from his or her family. It does not mention the doubts that can come with a life-altering decision.

"It definitely takes a special type of person that is willing to move across the world to be away from their family and friends and support system, to really be willing to do that and to understand the opportunity they have to earn a college degree here in the United States and get that college golf experience," said ISU men's golf coach Andrew Tank.

For Ruben Sondjaja, as well as nine other international golfers at Iowa State, occasional feelings of homesickness and doubt can creep into his minds.

"I sometimes feel like, 'Is this really what I should be doing?'" said the sophomore from Sydney. "Maybe I should go home and just play golf because it's quite tough with all the school and all the golf and everything that has to do with being a part of the golf team."

Unlike in the U.S. where academics and athletics are intertwined, international golfers face a difficult decision if they are to stay home: Forego college for a risky endeavor into professional golf at a young age or attend school and put golf on the back-burner.

While players are quick to point out that coming to

the U.S. was likely the best option for their future, it is one that can weigh on them after the decision is made.

"It's part of the process that I tell all of the freshmen," Tank said. "You're going to get homesick. It's going to happen. But when you do, come talk to me, come talk to your teammates and we'll work through it."

The support system Tank talked about is strengthened by the fact that in no way are international players alone in their journey.

Out of the 14 golfers on the men's and women's programs, 10 hail from outside the United States, creating two of the most diverse athletic teams at Iowa State. With a locker room that resembles the United Nations, players have the luxury of leaning on others who know what they are going through.

"I think having a lot of international people on the team, people from the same situation, helps a lot," said Sam Daley, a member of the men's golf team from Wynnum, Australia. "If there was just one international person on the team and the rest were Americans, no offense to the Americans, but sometimes they can't relate to what we're going through."

For senior Chonlada Chayanun, member of the women's golf team from Nakhonratchasima, Thailand, her coaches and teammates, both American and international, have provided her with a family environment that is so dearly missed.

"All my teammates and coaches help me feel at home," Chayanun said. "Any time I have a problem or if there's a difference between other people I will talk to [assistant coach] Pina [Gentile] or Coach [Christie Martens], and they can be like parents for me, they just make it like family."

Players and coaches said they make a concerted effort to provide a familial

environment for players, but some American players have taken it a step further by making their teammates a part of their family in Iowa.

"Scott [Fernandez] last year came up with our family, and we had Thanksgiving with him just because Ames over Thanksgiving is pretty dead," said redshirt junior Collin Foster, a native of Wauke, Iowa. "I think the little things like that make it easier for them."

On the women's side, players have found a home away from home with former Cyclone golfer and Iowa native Katie Gustafson, who graduated in May.

"I'm really close to her and both her mom and her dad, they're like my family here," said Cajsa Persson, who is from Jonkoping, Sweden. "That means a lot to me when I don't have my family around."

Though adjusting to life in Ames comes with its challenges, several players said they could envision living in the States after graduation, even if golf is no longer a part of the equation.

"I can definitely picture myself living in America," Sondjaja said. "If golf works out or it doesn't I can definitely picture myself working in a business position in America or playing golf and living in America. I really like it over here, and I think I've settled in quite well."

In his four years at Iowa State, Foster said that though his teammates will go through bouts of homesickness, he believed his teammates are proud to be Cyclones.

"They're pretty much happy to be here. Occasionally they'll say they wish they were home for this or that, but for the most part they're all-in here," Foster said. "They're happy to be here, they're happy to represent the Cyclones on the golf course, and I think the school and the team is better for it."

www.copyworks.com

105 Welch Avenue | Ames, IA | 515.292.3630 | ames@copyworks.com

STUDENT CHOICE

S

14

- Binding/Finishing
- FedEx/UPS Drop-off
- Lamination
- Oversize Prints
- Faxing Services
- Self Serve Computers
- Self Serve Copiers
- Black & white and color prints

Serving Ames

since 1989

Open 24/7

copyworks

Printing problems happen...

We're here to help.

## Cyclone Hockey captures series with offensive burst

By Luke.Manderfeild  
@iowastatedaily.com

For Cyclone Hockey, its offensive luck may start to change.

After dropping 19 spots in the American Collegiate Hockey Association rankings over the season, Cyclone Hockey grabbed a much-needed sweep against the No. 13 Michigan-Dearborn Wolverines on Friday and Saturday.

The sweep may be a sign that the team has found a breakthrough.

"We needed something like this for our luck to change, but it is still too early," said Cyclone Hockey coach Jason Fairman. "We will have to see how we do over the next couple of weekends — if we do consistently well and grab a couple more sweeps it's a good sign and a good start for us."

On Oct. 17 and 18 against Lindenwood University, the No. 24 Cyclones (4-4-2) out shot Lindenwood 79-54 but only scored three goals. In the series against the Wolverines, the Cyclones outshot their opponent 89-56 and put 13 goals on the board. In the first period of the second game, the Cyclones scored seven goals alone.

The offensive outburst does not come as a surprise to Fairman, who said that this result could have been in any number of series on the year.

Goaltender Scott Ismond echoed that statement.

"We made some changes in practice, and it's great to see results," Ismond said after shutting out the Wolverines on Saturday. "We hope we can



Michael Rowley/Iowa State Daily  
Senior forward J.P. Kasczak scored the fourth goal against Michigan-Dearborn on Friday. Cyclone Hockey swept the series against the Wolverines, winning 4-2 Friday and 9-0 Saturday, with scoring 13 goals.

carry the confidence moving forward, and it shows what we are capable of. I don't know if we are setting the bar high, but it's something that we have been waiting for; we just haven't had the pucks bounce our way."

One of the changes made in practice was moving Eero Helanto, usually a defenseman, to the forward position.

He responded with three goals and an assist on the weekend. He played forward when he was younger in Finland and never had the chance for the Cyclones.

"It's fun to play forward, it's kind of like getting back into it," Helanto said. "I've been playing with J.P. Kasczak and Nate Percy, and they have been a great help for me getting familiar to the position."

Perhaps one of the biggest keys that the coaching staff addressed for the weekend matchup, and one that may be crucial to changing the team's recent woes, is the team playing well from period to period, something it hasn't been able to do consistently this season.

"We are starting to find ourselves as a team. I think everybody has an understanding of who we are," Fairman said. "There haven't been many close periods; we are consistently dominating periods. We addressed it after last weekend because we have a history of dominating periods but not playing well the next."

The Cyclones made that adjustment overnight against the Wolverines. The Cyclones scored three goals in the first period Oct. 24 but allowed two goals in the second period to make the game close. On Saturday, the Cyclones scored seven goals in the first period but did not allow the Wolverines back into the game in the other periods.

Overall the big Saturday win reflects the team's ability to score and may carry Cyclone Hockey's confidence into future matchups.

"You know getting that many goals is something you can even dream about," Ismond said. "Hopefully we can carry the confidence into next weekend. It was something we needed."



23  
TWENTY  
*Lincoln*

23  
TWENTY  
*Lincoln*

# VIP GOLDEN TICKET

DATE  
OCT. 29

TIME  
5-8 P.M.

PLACE  
206 WELCH AVENUE

THIS GOLDEN TICKET ENSURES FIRST 10 PEOPLE TO SIGN A LEASE WILL RECEIVE \$100 GIFT CARDS

GREETINGS TO YOU, THE LUCKY  
RECIPIENT OF THIS GOLDEN TICKET,  
WE INVITE YOU TO COME OUT FOR OUR VIP EVENT AND BE  
OUR GUEST. WE WILL BE HAVING A GIFTCARD RAFFLE ALL  
NIGHT. HERE ARE YOUR INSTRUCTIONS: ON THE TWENTY  
NINTH OF OCTOBER, YOU MUST COME TO OUR LEASING  
OFFICE LOCATED AT 206 WELCH AVE. YOU ARE ALLOWED  
TO BRING AS MANY FRIENDS AND FAMILY MEMBERS TO  
ENJOY THIS EXPERIENCE WITH YOU. UNTIL THEN,

\*MUST BE PRESENT TO WIN.  
SPECIALS AND PRICES ARE  
SUBJECT TO CHANGE AND  
AVAILABILITY.

*23 Twenty Staff*

CATERED  
BY  
CHIPOTLE.

YOU COULD WIN ONE OF  
2 IPAD MINIS  
SOLO 2 BEATS  
A 50-INCH  
SMART TV\*

23TWENTYLINCOLN.COM

Gilbane

Assey Campus  
Housing



/23TWENTYLINCOLN



@23TWENTYLINCOLN





# Horoscopes *by Linda Black*

## Today's Birthday (10/27/14)

Take advantage of the spotlight this year to advance a passion. Forge ahead and get farther, now that Saturn's direct. It's easier to make money, especially after 12/23. Personal limitations get revealed, allowing for breakthroughs and new doors. A professional rise in status is possible. Springtime fun leads to a nostalgic phase of introspection. Practice and play. Dreams come true.

To get the advantage, check the day's rating: 10 is the easiest day, 0 the most challenging.

**Aries -9**  
(March 21-April 19)  
The trip of your dreams is calling. You can make it happen. Use intuition and creativity. Let friends help. Careful planning makes good sense. Use what you've been saving. Relax, and keep in action.

**Libra -9**  
(Sept. 23-Oct. 22)  
There's creative work coming in, and it pays well. Weigh a difficult choice carefully. Don't be nervous. Now you can discuss your dreams. Promise to do what's required. Reconnect with someone you love.

**Taurus -9**  
(April 20-May 20)  
You have good conditions for brainstorming. Sell an idea. Color works wonders. Benefits come from an authority figure. Offer encouragement to your partner. Invest in your own dreams.

**Scorpio -9**  
(Oct. 23-Nov. 21)  
A dream could get quite profitable. Start planning your next venture. Pray or meditate to gain insight. Dress the part. Use your secret weapon. A loved one nearby offers support. Replenish your stores.

**Gemini -9**  
(May 21-June 20)  
Get out and play. Shared dreams keep you close. Write down your favorite one. Ask for what you want. Make long-range plans with your partner. Results surprise you. Together, you can.

**Sagittarius -9**  
(Nov. 22-Dec. 21)  
Do something for yourself that you've always dreamed of. What have you been waiting for? Meditate on it. Get clear about what you want. Things fall in your lap. You partner encourages. Have faith in love.

**Cancer -9**  
(June 21-July 22)  
It's a good time to escape into a romantic fantasy. Dream a little dream of love. You can finish what you need. Your investments grow. Clean up, and pack your bags. Share beauty with someone beautiful.

**Capricorn -8**  
(Dec. 22-Jan. 19)  
Unexpected news changes the situation. Follow your heart. Peaceful introspection restores you. Think over your moves before launching. Ask friends for advice. Don't commit the funds yet.

**Leo -9**  
(July 23-Aug. 22)  
You get farther ahead by going back to what worked before. You have what you need, hidden away. Look for it. Brilliant ideas come from nowhere when you're really playing. Sexy is as sexy does.

**Aquarius -9**  
(Jan. 20-Feb. 18)  
Windfall apples make a sweet treat. Share the rewards of your efforts with your team. Celebrate together. You're on a roll, and exceptionally hot. Weave a dreamy romance, and dance your magic spell.

**Virgo -8**  
(Aug. 23-Sept. 22)  
Delegate to an expert on a home project. You're attracted to another genius. Check their view against your logic. A new technology works. Size doesn't matter. Discover a surprising connection.

**Pisces -9**  
(Feb. 19-March 20)  
An unexpected opportunity could stir your secret fantasies. Indulge in your passion. Your reputation precedes you. Get help building your dream. Expand your influence, partner with talent.

# Sudoku *by the Mephram Group*

			1	7	9		6	
2		1		6		5		
4								
9	4		5			8		
			3		1			
		2			6		7	3
								2
		7		4		3		1
	8		6	3	2			

**LEVEL:**  
**1 2 3 4**

Complete the grid so each row, column and 3-by-3 box (in bold borders) contains every digit, 1 to 9. For strategies on how to solve Sudoku, visit [www.sudoku.org.uk](http://www.sudoku.org.uk)

# Crossword

1	2	3	4	5		6	7	8		9	10	11	12
13						14			15		16		
17						18				19			
			20					21			22		
23	24				25		26					27	
28			29	30						31			
32							33				34		
			35		36	37		38		39			
40	41	42			43		44			45	46	47	48
49				50				51	52				
53				54							55		
56				57			58		59	60			
61			62				63					64	65
66						67				68			
69							70				71		

## Across

- 1 Indian prince  
6 Bert, to Ernie  
9 Formal agreement  
13 \_\_\_ Gay: WWII bomber  
14 Dutch cheese  
16 Tibet's continent  
17 Casino machines  
20 Small stream  
21 Dashboard prefix with meter  
22 Fleur-de-  
23 Sound from a Guernsey  
25 Intense fear  
27 Suffix with formal or custom  
28 Novelty item whose user always wins a coin toss  
32 Divide into shares  
33 Foldable self-cooling device  
34 Eyeglasses glass  
35 From \_\_\_ to riches  
38 Connecticut Ivy  
40 Nailed, as a test  
43 Banking convenience, briefly  
45 Log home  
49 Cooperative picnic running contest  
53 Actor Stephen  
54 Strikes lightly  
55 Work on a hem, say  
56 Org. auditing

- 1040s  
57 Comedian Margaret  
58 Opinions  
61 Game involving eight knights  
66 Head of the manor  
67 Christian of couture  
68 Weddings, e.g.  
69 French summers  
70 Twice five  
71 Perturbed

## Down

- 1 \_\_\_ Speed Wagon: classic truck  
2 "Today" anchor-at-large Curry  
3 Snoopy, when he's wearing shades  
4 Banned fruit spray  
5 Loser to the tortoise  
6 Looked when you shouldn't have  
7 Contribute  
8 In 2014, it fell on September 1  
9 Writing tablet  
10 "... my way"  
11 "\_\_\_ Kane": Welles film  
12 Fez danglers  
15 "Like a Prayer" singer

- 18 Prefix with physics  
19 Formal "Me neither"  
23 NYC subway org.  
24 Hooting bird  
26 TKO signaler  
29 Massive group  
30 Train schedule abbr.  
31 Easy to grasp  
36 Round Table knight  
37 "Drive faster!"  
39 Flat panel TV component  
40 Slightly  
41 Cigar with open, untapered ends  
42 Sign of a changed test answer  
44 British sports cars  
46 Droopy-faced hounds  
47 Freezer cubes  
48 Hot off the press  
50 Scratch into glass, e.g.  
51 Run the country  
52 City near Tulsa  
59 Earth tone  
60 Blender speed  
62 Charing Cross and Abbey: Abbr.  
63 Forest female  
64 Understand  
65 Former Air France jet, briefly

## BULLYING p1

In some cases, the bullying is more obvious. Employees can be belittled, degraded or be the victim of constant public criticism, Krone said.

Tye-Williams said that she has heard of employees being told that their supervisors are "God" at the workplace and that employees must do whatever the supervisor says.

Each form of bullying is different, making it difficult for some people to come out and tell others what they are experiencing.

Some victims are hesitant to come forward because they think their peers might see them as unprofessional or not fit for the job, Tye-Williams said.

"It appears that co-workers hesitate to speak up on behalf of a victim due to fear," Krone said.

Sometimes victims are not believed when they tell their story because it is hard to keep everything straight when bullying is constantly happening.

Because bullying in the workplace is a real problem that needs to be dealt with, there are some changes that could be made to increase awareness and prevent it



Kyle Schlichting/Iowa State Daily  
Stacy Tye-Williams has conducted research on how bullying in the workplace is more common than people think. Her research focuses on what bullying looks like and what we can do to raise awareness about it.

from happening.

It starts by helping out the current victims. Victims

of bullying often just need to be heard.

"I really think we need

## HERITAGE p1

a Latino's life in Iowa, Los Amigos and Ricardo Corona sang, Latinas danced to several traditional dances and a flag ceremony took place.

The tables were also lined with multiple flavors of ethnic appetizers inspired by Ecuador, Puerto Rico and Mexico.

"Celebrating Latino Heritage Month is important because of the positive representation of the Latino culture to everyone," said Victor Aguilar-Lopez, president of the Latino Heritage Committee. "I believe it is important as it upholds our ideals and teaches our culture to everyone to be aware [of] and ultimately aid in the understanding of the Latino community."

Students also participated in Top Chef Latino, sponsored by the Multicultural Student Advisory Council and the Latino Heritage Committee. Students competed against each other to prepare dishes from their home countries.

The winners were announced during the event, and the dishes were presented during Noche de Cultura.

"It's important to recognize our heritage because it's easy to forget where you came from if you don't keep your heritage alive," said Rolando Montealegre, senior in chemistry.

Months of planning went into Noche de Cultura.

Since Noche de Cultura is one of the biggest events the Latino Heritage Committee hosts, there was a separate committee that focused on just this event throughout the semester.

They began planning and coming up with events in the spring prior to Latino Heritage Month. They coordinated Noche de Cultura with other events for Latino Heritage Month at the same time. For the event Noche de Cultura, the planning required contacting performers, fundraising to pay for performers and having weekly meetings.

This event was open to all Iowa State students.

"It's important to preserve our culture because it shows people who we are, where we come from, and what we can accomplish," said Ricardo Corona, junior in civil engineering and event planner for the event.

This event was created to create cultural awareness on campus and bring all Latinos on ISU campus under one roof to be proud of their culture.

"Since we are a minority here it gives us a chance to meet other Latinos and bring us all together," said Jonathan Avalos, senior in business economics. Avalos was a volunteer this year.



Katy Klopfenstein/Iowa State Daily  
Directors of this year's Noche de Cultura, Jennifer Velasquez and Jasmin Cabrera, eat some of the culturally inspired food that was provided Friday. Food was inspired by Ecuador, Puerto Rico and Mexico.

They promoted their event through social media and ads throughout campus.

"This event is important to bring to [Iowa State] because I believe it can be something that bonds all

to get better at listening to each other," Tye-Williams said.

The more awareness about what is actually going on in the workplace, the more the victims will be believed, Tye-Williams said.

Organizations can also help put an end to this by having a culture and environment that does not tolerate this type of behavior. Where the behavior is accepted, it will continue to happen, Tye-Williams said.

Simply because there is silence about an issue does not mean that it is not a problem in an organization.

While each situation is unique, there are some ways that a victim could start reaching out.

For those who are victims of bullying in the workplace, Tye-Williams advised them to first find support somewhere, whether that be in a friend, family member or counselor. A victim should then get familiar with the organization's policies regarding harassment. Keeping a journal of evidence is also helpful in trying to keep everything in one place and in order.

"You do not have to suffer in silence," Tye-Williams said.

Latino cultures, no matter how different they are, into one whole community," Aguilar-Lopez said. "[This] also forms a bond of understanding between the Latino community and all other communities."

## REGISTRATION p1

sure that it's always part of the meeting to look at the degree audit and plan accordingly.

Another issue Babcock has come across is students not knowing their registration date.

"If students are being proactive and know their registration date, that's huge," Babcock said. "If you ignore that, then I think that it becomes an obvious-

ly tricky situation because you're now allowing people in line ahead of you so to speak. And that's a time you actually want to be a little bit selfish because it can affect your progress toward your degree."

His last bit of advice are to meet with your adviser in a timely fashion, have a good plan and back up courses, use the course scheduler planner and make sure you are "registering someplace you have

good Internet access."

Babcock said the last thing a student needs is to have their Internet fail when you're in a race for spots in a class.

Once students have taken care of their adviser meeting, they finally get their registration access number, commonly referred to as a RAN, and they can register. While the whole process might feel monotonous for those going through it again, Sharp said

it is still necessary for students to meet with advisers.

Having the institution require the advisers to hand out the RAN to students does nothing but force students into a good place before signing up for classes.

"Collaborating and working together, the student and the adviser, is critical for one, getting the schedule want, but more importantly, the course you want to take to get your degree," Babcock said.

# ISD Marketplace

515.294.4123

[www.iowastatedaily.com/classifieds](http://www.iowastatedaily.com/classifieds)

[classified@iowastatedaily.com](mailto:classified@iowastatedaily.com)

## IOWA STATE DAILY BUSINESS DIRECTORY

### Jackson Cleaning Service

Call us at 231-3649

- Residential Cleaning •RENTALS: Guaranteed Your Deposit Back!  
•Getting Your Home Ready For the Market •Windows •Sorority & Fraternity  
•Deep Cleaning

References • Insured & Bonded • 27 Years Experience • Gift Cards Available

## FOR RENT

## FOR RENT

## FOR RENT

# HAVERKAMP PROPERTIES

## MAKE IT YOUR OWN

*Love where you live!*

### Why live with us?

Floorplan Options  
1-4 Bedroom Floorplans  
Deluxe Units Available  
Flexible Terms  
Washer & Dryer in unit

Voted Best Property Management 3 years in a row!

4720 MORTENSEN RD SUITE 105 | 515.232.7575 | [HAVERKAMP-PROPERTIES.COM](http://HAVERKAMP-PROPERTIES.COM)

- ☒ Pet Friendly Apartments Available
- ☒ FREE Fitness
- ☒ FREE Internet
- ☒ FREE Cable
- ☒ FREE Tanning

## ANNOUNCEMENTS

### The

## IOWA STATE DAILY

### Recommends

## ALL ITS READERS

Closely examine any offer of a job opportunity or service that sounds too good to be true; chances are it is.

Before investing any money, please contact the

### Des Moines Better Business Bureau

at 515-243-8137